



**HOUSING AUTHORITY  
of the County of Los Angeles**

700 W. Main Street • Alhambra, CA 91801

Tel: 626.262.4510 • TDD: 855.892.6095 • www.hacola.org

**Gloria Molina**  
**Mark Ridley-Thomas**  
**Zev Yaroslavsky**  
**Don Knabe**  
**Michael D. Antonovich**  
Commissioners

**Sean Rogan**  
Executive Director

**REVISED\***

12/12/2013

**AGENDA  
FOR THE REGULAR MEETING OF THE  
LOS ANGELES COUNTY HOUSING COMMISSION  
WEDNESDAY, DECEMBER 18, 2013**

**12:00 PM**

**700 W. MAIN STREET  
ALHAMBRA, CA 90801  
(626) 262-4511**

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**1. Call to Order**

**2. Roll Call**

**Val Lerch, Chair  
Alma Cibrian, Vice Chair  
Hope Boonshaft  
James Brooks  
Michelle-Lynn Gallego  
Zella Knight  
Henry Porter Jr.**

**3. Reading and Approval of the Minutes of the Previous Meeting**

Regular Meeting of November 20, 2013.

**4. Report of the Executive Director**

**5. Public Comments**

The public may speak on matters that are within the jurisdiction of the Housing Commission. Each person is limited to three minutes.

## **Regular Agenda**

**6. Approve Submittal of Rental Assistance Demonstration (RAD) Program Applications for Various Public Housing Developments (District 1, 2 & 4)**

Recommend that the Board of Commissioners adopt and instruct the Chairman to sign the attached resolution approving submittal of RAD program applications to the U.S. Department of Housing and Urban Development (HUD); authorize the Executive Director or his designee to execute all related documents and to take any other necessary actions to comply with the requirements of the RAD program; find that submittal of the applications to HUD is not subject to the provisions of the California Environmental Quality Act (CEQA), as described herein, because the action is not defined as a project under CEQA. (APPROVE)

**7. Concurrence with Board Approval of Two Memoranda of Understanding with the Laborers' International Union of North America Local 777 (All Districts)\***

Concur with the Board's approval of two three-year MOUs between the Commission and LIUNA for both the Maintenance Worker and Program Specialist Bargaining Units, to be effective January 1, 2014 through December 31, 2016; concur with the Board's approval of a three-step General Salary Adjustment to the Commission's Salary Schedule to be paid out to all current employees effective January 1, 2014; January 1, 2015 and July 1, 2015 with 2% at each occurrence; concur with the Board's approval of a three-step increase to the employer contribution for all Optional Benefit plan participants to \$850 per month effective January 1, 2014, \$875 per month effective January 1, 2015, and \$900 per month effective January 1, 2016; concur with the Board's approval of an increase to standby compensation and a change in callback status for the Maintenance Worker Unit as described herein and reflected in the terms contained in the MOU; concur with the Board's approval of the use and incorporation of up to \$350,000 in Commission General Funds into the Commission's approved Fiscal Year 2013-2014 budget, to cover the General Salary Adjustment for January 1, 2014; concur with the Board's finding that the approval of the MOUs is not subject to the provisions of the California Environmental Quality Act (CEQA), as described herein, because the action will not have the potential for causing a significant effect on the environment.

**8. Approval of 2014 Housing Commission Meeting Schedule**

**9. Election of Chair and Vice Chair 2014**

**10. Housing Commissioners may provide comments or suggestions for future Agenda items.**

Copies of the preceding agenda items are on file and are available for public inspection between 8:00 a.m. and 5:00 p.m., Monday through Friday, at the Housing Authority's main office located at 700 W. Main St., Alhambra, CA 91801. Access to the agenda and supporting documents are also available on the Housing Authority's website.

Agendas in Braille are available upon request. American Sign Language (ASL) interpreters, or reasonable modifications to Housing Commission meeting policies and/or procedures, to assist members of the disabled community who would like to request a disability-related accommodation in addressing the Commission, are available if requested at least (3) business days prior to the Board meeting. Later requests will be accommodated to the extent possible. Please contact the Executive Office of the Housing Authority by phone at (626) 586-1504, or by e-mail at [donna.delvalle@lacdc.org](mailto:donna.delvalle@lacdc.org), from 8:00 a.m. to 5:00 p.m., Monday through Friday.



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Commissioners

**Sean Rogan**  
Executive Director

December 18, 2013

Honorable Housing Commissioners  
Housing Authority of the  
County of Los Angeles  
700 West Main Street  
Alhambra, California 91801

Dear Commissioners:

**CONCURRENCE WITH BOARD APPROVAL OF TWO MEMORANDA OF  
UNDERSTANDING WITH THE LABORERS' INTERNATIONAL UNION OF NORTH  
AMERICA LOCAL 777  
(ALL DISTRICTS)**

**SUBJECT**

This letter recommends concurrence with the Board of Commissioners of the Community Development Commission's December 10, 2013 approval of two multi-year Memoranda of Understanding (MOUs) between the Community Development Commission and the Laborers' International Union of North America Local 777 (LIUNA).

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Concur with the Board's approval of two three-year MOUs between the Commission and LIUNA for both the Maintenance Worker and Program Specialist Bargaining Units, to be effective January 1, 2014 through December 31, 2016.
2. Concur with the Board's approval of a three-step General Salary Adjustment to the Commission's Salary Schedule to be paid out to all current employees effective January 1, 2014; January 1, 2015 and July 1, 2015 with 2% at each occurrence.
3. Concur with the Board's approval of a three-step increase to the employer contribution for all Optional Benefit plan participants to \$850 per month effective January 1, 2014, \$875 per month effective January 1, 2015, and \$900 per month effective January 1, 2016.

4. Concur with the Board's approval of an increase to standby compensation and a change in callback status for the Maintenance Worker Unit as described herein and reflected in the terms contained in the MOU.
5. Concur with the Board's approval of the use and incorporation of up to \$350,000 in Commission General Funds into the Commission's approved Fiscal Year 2013-2014 budget, to cover the General Salary Adjustment for January 1, 2014.
6. Concur with the Board's finding that the approval of the MOUs is not subject to the provisions of the California Environmental Quality Act (CEQA), as described herein, because the action will not have the potential for causing a significant effect on the environment.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The Commission has employees represented by two bargaining units, the Maintenance Worker Unit and Program Specialist Unit. Both are represented by LIUNA. The purpose of this action is to approve two three-year MOUs with LIUNA for represented employees in the Maintenance Worker Unit and the Program Specialist Unit, and to make a fiscal change in the Commission's Administrative and Personnel Policies to reflect the terms contained in the MOUs. A three-step General Salary Adjustment and increases to benefit flex dollars will be offered to all Commission employees as described herein.

#### **FISCAL IMPACT/FINANCING**

There is no impact on the County general fund.

The MOU for the Maintenance Worker bargaining unit includes a provision for an increase to standby compensation from \$125 to \$150 for each Thursday to Thursday standby period. The aggregate annual increase for this change is anticipated to be approximately \$7,800. The MOU for the Maintenance Worker bargaining unit also includes a provision to provide compensation for those Maintenance Workers who are required to return to work under callback status for a minimum of two (2) hours at one and a half times their regular rate of pay.

The MOUs for both bargaining units include a provision for all new unit members hired as of January 1, 2014 to be enrolled in the Optional Benefit plan. This will reduce the current minimum contribution from the Flexible Benefit dollar amount of \$1,078 to the new Optional Benefit amounts of \$850 per month effective January 1, 2014, \$875 per month effective January 1, 2015 and \$900 per month effective January 1, 2016.

This increase will be effective for all Optional Benefit plan participants and all future hires on the respective dates. The aggregate annual expense for the first year increase

is anticipated to be approximately \$27,060; however, this will be offset by savings from hiring new employees under the Optional Benefit Plan rather than the previous Flexible Benefit plan rate of \$1,078.

The MOUs for both bargaining units also include a provision for General Salary Adjustments as follows: Effective January 1, 2014, a 2% General Salary Adjustment; Effective January 1, 2015 an additional 2% General Salary Adjustment; Effective July 1, 2015 an additional 2% General Salary Adjustment. The first adjustment, at an estimated \$350,000 for all Commission employees, will be incorporated into the Commission's approved Fiscal Year 2013-2014 budget using Commission General Funds as needed.

The MOUs for both bargaining units include language to provide for compliance with the California Public Employees' Pension Reform Act of 2013, as well as minor modifications to provide clarification in the articles of Discipline, and Protective Apparel and Equipment. There are no cost implications associated with these clarifications.

#### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

LIUNA was certified on April 14, 2009, by the State Mediation and Conciliation Service of the Department of Industrial Relations, State of California, as the majority representative for the Commission-classified Maintenance Worker and Program Specialist Bargaining Units. The current MOUs expire December 31, 2013.

Negotiations for the new MOUs began on July 18, 2013, and continued until a tentative agreement was reached on October 25, 2013. As part of the negotiations, the requirement of a January 1, 2014 effective date was initiated. The attached MOUs were ratified by the Bargaining Units and executed by the negotiating teams November 18, 2013, and will be effective January 1, 2014 through December 31, 2016.

The Commission's Administrative and Personnel Policies and salary schedule will be updated annually to reflect the General Salary Adjustment and the fiscal changes contained in the MOUs. The updated Policies will reflect the employer contribution changes to the benefit flex dollars for the 2014 calendar year and the successive years in accordance with this approved Board letter.

#### **ENVIRONMENTAL DOCUMENTATION**

This action is exempt from the provisions of the National Environmental Policy Act (NEPA) pursuant to 24 Code of Federal Regulations, Part 58, Section 58.34 (a)(3), because it involves administrative activities that will not have a physical impact on or result in any physical changes to the environment. The action is also not subject to the provisions of CEQA pursuant to State CEQA Guidelines 15060(c) (3) and 15378, because it is not defined as a project under CEQA and does not have the potential for causing a significant effect on the environment.

**IMPACT ON CURRENT PROGRAMS**

The recommended actions are consistent with the principle of promoting the well-being of employees and their families.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Sean Rogan", with a long horizontal stroke extending to the right.

SEAN ROGAN  
Executive Director

Enclosures